



January 5, 2011

Alex Gurza
Director of Employee Relations
City of San Jose
200 East Santa Clara Street
San Jose, CA 95113

Re: MEF AFSCME Local 101/City Negotiations

Dear Alex:

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AFSCME MEF will make a good faith effort to respond to the City's proposals and requests in a timely and expedient manner.

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Sincerely,

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President, MEF/AFSCME Local 101

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Greg Ramirez
Keith Uriarte
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Laverne Washington



January 5, 2011

Alex Gurza
Director of Employee Relations
City of San Jose
200 East Santa Clara Street
San Jose, CA 95113

Re: MEF AFSCME Local 101/City Negotiations

Dear Alex:

I am in receipt of the two letters you sent on December 17, 2010.

As you know I met with a group of AFSCME MEF leaders and activists the day before the holiday furlough began to discuss your requests to coalition bargain with other bargaining groups in the City. It was decided at that time that direction from the AFSCME MEF membership was needed before a response could be provided to the City. Unfortunately the poor timing of the letters sent by the City, just before the holidays on December 17, 2010, has made it impossible for AFSCME MEF to meet your suggested response date of January 5, 2011.

Your December 17, 2010 letter regarding "Retirement Negotiations" proposes that the City wishes to negotiate "Retirement" separately from all other wages, hours and other terms and conditions of employment set forth in the current AFSCME MEF Local 101 Agreement. Secondly, your letter proposes an option to negotiate said retirement negotiations in a "coalition bargaining structure".

Our AFSCME Constitution states that AFSCME MEF members have the right to full participation, through the discussion and decision-making processes concerning the AFSCME MEF Local 101 Agreement with the City of San Jose.

Both City letters fall into this provision and therefore before we can respond to the City's request we will need to present this to our general membership. The next scheduled AFSCME MEF General Membership meeting is scheduled for mid January 2011. After members have had an opportunity to provide their input, additional meetings with the other respective bargaining groups and our sister union AFSCME CEO may be necessary.

AFSCME MEF will make a good faith effort to respond to the City's proposals and requests in a timely and expedient manner.

If you have any questions, please contact me.

Sincerely,

Yolanda Cruz
President, MEF/AFSCME Local 101

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